

# VA WORKFORCE DIVERSITY: FY 2022

Workforce Analysis Team | WorkforceDataRequest@va.gov

Since FY 2021, the representation of Hispanic males, White males, and Two or More Races (TOMR) males and females declined. The population of TOMR decreased by 43% which had significant impact on the Diversity Index.

	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
	Hispanic or Latino		White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or More Races	
RCLF	8.80%	6.08%	32.93%	33.19%	5.39%	6.68%	2.49%	2.67%	0.08%	0.07%	0.50%	0.51%	0.29%	0.30%
FY21	3.08%	3.96%	22.19%	34.23%	8.49%	16.49%	3.26%	5.57%	0.18%	0.29%	0.56%	0.96%	0.25%	0.48%
FY22	3.02%	4.07%	21.77%	34.51%	8.25%	16.80%	3.35%	5.78%	0.19%	0.31%	0.56%	0.99%	0.15%	0.25%

## Diversity Index (RCLF)<sup>1</sup>

89.57% 89.41% 89.56% 85.89%



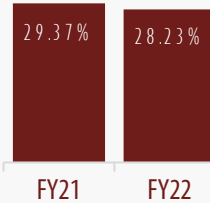
## ★ ★ ★ Veterans Serving Veterans<sup>2</sup> ★ ★ ★

VETERANS MAKE UP  
**28.23%** →

OF VA'S WORKFORCE; THAT  
MEANS NEARLY 2 IN 7 VA  
EMPLOYEES ARE VETERANS!

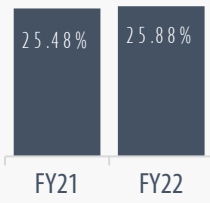
## VETERANS ONBOARD

**DOWN**  
↓ ↓  
SINCE LAST  
FISCAL YEAR



## VETERANS HIRING

**UP** ↑  
SINCE LAST  
FISCAL YEAR



**FY 2022**  
Male **37.29%**  
Female **62.71%**

## FROM THE 2022 All Employee Survey<sup>3</sup>

Lesbian	0.86%
Gay	1.06%
Bisexual	1.53%
Queer	0.36%
Asexual	0.39%
Transgender	0.77%

## People with Disabilities<sup>4</sup>

**11.72% OF THE VA PERMANENT  
WORKFORCE HAVE A DISABILITY  
WHICH IS 0.28% LOWER  
THAN THE 12% GOAL!**

**2.31% OF THE VA PERMANENT  
WORKFORCE HAVE A TARGETED  
DISABILITY; HIGHER THAN THE  
2% GOAL!**

	FY 2021	FY 2022
<b>12% PWD Goal</b>		
GS-1 through GS-10	15.61%	14.93%
GS-11 through SES	9.47%	9.51%
<b>2% PWTG Goal</b>		
GS-1 through GS-10	3.40%	3.32%
GS-11 through SES	1.45%	1.54%
<b>12% PWD hiring goal</b>	7.94%	8.89%
<b>2% PWTG hiring goal</b>	1.97%	2.03%

<sup>1</sup>The Diversity Index measures the convergence of VA's aggregate workforce representation by race, ethnicity, and gender to the Relevant Civilian Labor Force (RCLF). It represents the mean ratio of VA's incumbent workforce to the corresponding groups in the RCLF. Furthermore, the RCLF consists of all U.S. citizens 16 years of age and over, excluding those in the Armed Forces, who are employed in or unemployed and seeking employment in VA occupations. RCLF data provided by the Census Bureau; based on 2010 Census. <sup>2</sup>Data provided by VESO; includes Manila residents. <sup>3</sup>National Center for Organization Development. <sup>4</sup>Includes permanent full-time workforce only.